Information for Candidates

ELTHAM COLLEGE

Teacher of Chemistry



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A reputation to rival any of its competitors

Good Schools Guide



Introduction

Eltham College

The Eltham College family of Schools comprises Eltham College Senior School, Eltham College Junior School and, since September 2023, Blackheath Prep School.

Founded in 1842, Eltham College is a thriving, co-educational day school located in south-east London. Originally a boys' school that first accepted girls into its Sixth Form in the late 1970s, Eltham College is now fully co-educational and has nearly 1,100 students in total, including 240 pupils in the on-site Junior School. Eltham College occupies a green 70-acre site in the London Borough of Bromley and was named London Independent School of the Year 2024 by The Sunday Times.

Whilst holding strongly to its ethos of providing a balanced education for its students, the School places a deliberate emphasis on academic success and the School is now regularly found amongst the leading academic schools in the country in terms of results and value added, matching the performance of its main competitors such as Dulwich College, Alleyn's, Trinity School and Sevenoaks School. It also boasts many county and national players in a range of sports, as well as exceptionally talented musicians, actors, authors, scientists, economists, and artists.

Eltham College has a distinctive character, born out of its Christian heritage. It upholds its founding Christian principles, whilst welcoming students of all faiths and none. The School has its own chapel and all students and staff from Year 6 upwards are expected to attend a weekly service led by the Chaplain, a member of the senior staff, or by students. Alongside its emphasis on academic achievement, the School continues to focus on care for each and every pupil. Strong pastoral care, an energetic House system that promotes collegiality, and a relaxed and unpretentious atmosphere make Eltham College a happy and vibrant place for students and staff alike. Students also benefit from an impressively wide range of opportunities outside the classroom through an ambitious co-curricular programme across sport, music, drama and art, and community outreach and enrichment.

Eltham College enjoys superb facilities. In 2019, the Turberville Centre for Mathematics, Languages and Music departments was opened, along with a new Sixth Form Centre and a dedicated medical and wellbeing facility. Extensive and well-maintained sports facilities extend across the 70-acre site, including Astro and hard-court venues, and a large indoor sports centre and swimming pool. There is a drama theatre and a modern art gallery. The Science and Technology Centre has recently been extended, adding four new state-of-the-art laboratories and a science prep room.

The 2022 ISI Regulatory Compliance & Educational Quality Inspection rated Eltham as 'Excellent' in all areas and the full Report can be read here.



















Eltham College Junior School

Eltham College Junior School shares the Senior School's 70-acre site, with an entrance just three minutes' walk along the path from the College itself. It has a second entrance from Mottingham Lane. Fully co-educational, the Junior School is home currently to some 240 girls and boys from Year 3 to Year 6. Whilst very much part of the Eltham College community, the school has its own Head and its own identity.

Eltham College is an all-through school and Junior School students are not required to sit a separate entrance exam for the Senior School. Academic standards and co-curricular provision are exceptional, and great emphasis is placed on pastoral care. Students at the Junior School benefit from use of many Senior School facilities, including the dining hall and the extensive indoor and outdoor sports facilities.

'Tip top facilities, positive relationships, inspiring teachers and exciting extracurricular opportunities. The easy transfer to the college is surely the icing on the cake.' **Good Schools Guide 2024**









Blackheath Prep

In April 2023, Eltham College was delighted to announce a merger with Blackheath Prep to form a family of schools. Blackheath Prep is an independent prep school for just over 370 boys and girls aged 3 to 11. Founded in 1996, it occupies a beautiful five-acre site close to Blackheath village. Its original Georgian and Victorian buildings have been extended and adapted to include large playgrounds and extensive playing fields, tennis courts, cricket nets and a Forest School area.

With outstanding facilities, a formidable track record in academic success and impressive achievements in Music, Sport, Drama and Art, Blackheath Prep's vision is to offer an education without boundaries: to give every child the freedom to shine and achieve their full potential, to uphold academic excellence, sparking curiosity and a joyful love of learning, and to nurture kindness and wellbeing, creating a strong sense of community. Children go on to a range of independent and maintained secondary schools and, as part of the Eltham College family, benefit from a priority application process to Eltham College Senior School. A large proportion (at least 50% of the cohort over the last five years) are awarded academic scholarships at prestigious local independent schools or places at top grammar schools. A large number are also awarded scholarships in Art, Drama, Music and Sport.




DIGESTIVE


ELTHAM COLLEGE
JUNIOR SCHOOL









Our Mission and Values

Eltham College's mission is to provide an outstanding and well-rounded education for girls and boys, built on Christian principles, as a thriving and leading institution among London day schools. This mission is supported by seven interdependent aims which shape the overall culture and direction of the school:



Working for Eltham College

The Senior Team

The Family of Schools is led by Guy Sanderson, CEO of the Eltham College Family of Schools and Headmaster of Eltham College Senior School.

The senior Executive team is chaired by Guy Sanderson and also includes the following members: James Martin (Senior Deputy Head, Eltham College Senior School), Vikki Lloyd (Head, Blackheath Prep), the Head, Eltham College Junior School (Rachel Thompson), Robin Wilkinson (Bursar) and Caroline Ward Vine (Director of Marketing and Communications).

Staff and Professional Development

The three schools employ around 240 members of teaching staff (including teaching support roles) and approximately 110 support staff. All are highly committed to helping students achieve their full potential and form a lively Common Room with a good balance of age and experience.

Professional Development

There is a strong professional development programme which is encouraged and generously financed for teaching and non-teaching staff. This includes external courses, an internal CPD programme of lunchtime and twilight sessions, speakers being brought in to deliver in-school sessions and learning from peers and colleagues. The Headmaster is personally committed to staff development and spearheads the Devolved Leadership Programme, which is open to all academic and support staff. This enables ambitious and talented staff who are seeking either senior leadership experience or career development to undertake a whole-school project, with mentoring from a current senior leader.

Pay and Benefits

Eltham College offers very competitive salaries and a good range of non-pay benefits.

All staff are automatically enrolled in a defined-contribution pension scheme (subject to the terms of the scheme). All staff under the age of 70 are entitled to death in service benefit at three times their annual salary.

Lunch is provided free of charge during term time for all staff, in addition to free refreshments available in the Common Room.

All staff also have free membership of the Eric Liddell Sports Centre, giving family access to the swimming pool, fitness room and other facilities at designated times.

There are also electric vehicle and cycle to work schemes, interest free season ticket loans, free eye tests and flu vaccinations. An Employee Assistance Programme is also available for all staff, offering free, confidential, support on a range matters such as financial and legal support and counselling for home-life issues.

Children of staff can be educated at the School if they meet the entrance standards and, at the discretion of the Headmaster, may receive a tuition fee reduction for both Junior and Senior Schools.

Our Benefits



Competitive Salary



Eyecare Vouchers



Interest Free Loan for Public Transport Season Tickets



Interest Free Loan for Rent Deposits



Electric Vehicle Salary Sacrifice Scheme
A tax efficient mechanism for leasing an electric vehicle including installation of a charger cable if applicable.



Cycle to Work Salary Sacrifice Scheme
A tax efficient means of funding purchase of a cycle with value up to £2000.



Sport and Fitness
Free membership of the Eric Liddell Sports Centre.



Free Flu Vaccinations
Provided annually, on site.



Access to Employee Assistance Programme
Confidential independent advice and support on a range of financial and legal matters, and counselling support.



Virtual GP Access
Delivered through HealthHero, virtual GP service available 24 hours a day, 365 days a year.



Free Lunch and Refreshments
Free meals at lunchtime and free refreshments available in the Common Room for all staff during term time.



Death in Service Payments
All staff under the age of 70 are eligible to receive this at three times their annual salary.



Fee remission
Employees with children who are eligible to attend the school, who have satisfied the entry criteria as set out in the School's admissions procedure and are awarded a place, may receive remission on school fees.



Annual Leave Entitlement for Support Staff
Holiday pay, offered at a minimum of 25 days plus bank holidays for full time new joiners (pro-rated for part time staff), increasing with longer service.



Excellent Transport Links
Rail services to central London and Gravesend/Dartford from Mottingham station (10 minutes' walk) and to central London and Sevenoaks/Bromley/Orpington from Grove Park station (25 minutes' walk). The area is served by a number of bus routes. Limited free parking is available on site. Free parking also available locally.

The Role and Person Specification

Job Description

Job Title:	Teacher of Chemistry
Hours of Work:	Full time
Reports to:	Head of Department

Principal Role

The position involves responsibility for the teaching of Chemistry.

The post holder is expected to be a highly professional teacher with the ability and commitment to enhance the life of an 'all through' school with a strong academic ethos, and to work effectively and collaboratively in a team.

All members of staff are also expected to contribute to the pastoral care of students, usually as a tutor, and contribute in a meaningful way to the co-curricular programme.

Science at Eltham College

The sciences are an integral part of our curriculum at Eltham College and have an enduring popularity through to A Level. All students study all three sciences up to the end of Year 11 and a significant number continue to A Level. The sciences are also well represented in the courses which students choose to follow at university.

All pupils in Years 7 and 8 are taught separate sciences by subject specialists. In Year 9, the GCSE courses commence with Biology, Chemistry and Physics teaching Edexcel iGCSE. A small number of students are entered for Edexcel Dual Award iGCSE. In both cases, they will be taught by specialists for each subject.

All three sciences are available at A Level, either together or in combination with a wide range of other subjects. In addition to the three core sciences, we also offer Geology and Psychology A Levels.

The three departments share fifteen teachers and four technicians between them and are housed together in a purpose-built Science block. Each of the fifteen laboratories is fully equipped and have recently been refurbished to offer exceptional teaching spaces, ensuring students can engage with science in a modern, stimulating, and inspiring environment. All departments are extremely well resourced. Teachers are expected to contribute to the teaching of their specialist subject across all the three key stages, as well as to our expanding co-curricular provision.

The Chemistry Department

The department has three full-time and one part time teacher/s, and two technicians.

At GCSE, we teach Edexcel iGCSE separate award Chemistry, and the AQA examination board at A Level. Results in recent years have been very good at GCSE and A-Level. Many Chemistry students go on to study related subjects at university. In recent years, we have had particular success with applications to study Medicine, Natural Sciences and Material Sciences/Chemical Engineering.

As part of the GCSE and A level courses, our students attend lecture days and events including Chemistry in action. Our pupils participate in the Chemistry Challenge and International Chemistry Olympiad, with recent students achieving Gold, Silver and Bronze awards all competitions.

The science faculty also runs a successful Medical Society, which helps pupils to equip themselves with the necessary skills to study medical related degrees. Activities include group discussions, talks from outside speakers and practice interview sessions. This year the Chemistry department has taken the lead in offering Bronze and Silver Crest Awards, and there is a Further Chemistry group investigating techniques beyond the A level syllabus.

Please note the list of duties below is indicative and not exhaustive. All members of staff are also expected to carry out any tasks that may reasonably be required by the Headmaster according to the normal practice of an independent school.

Main Duties

Teaching

- Plan and deliver lessons to a range of classes of different ages and abilities in accordance with the departmental schemes of work;
- Assess, record and report on the development, progress and attainment of students to ensure students fulfil their potential;
- Research new topic areas, maintain up-to-date subject knowledge, and devise new resources;
- Prepare students for qualifications and external examinations;
- Manage student behaviour and apply appropriate and effective sanctions in line with school policy;
- Carry out a share of supervision duties in accordance with published rotas;
- Communicate and consult effectively with parents and carers, as and when necessary, regarding students' achievement and wellbeing;
- Supervise and support the work of teaching assistants, trainee teachers and newly qualified teachers (ECTs) as required;
- Participate in regular observations and training (INSED) as part of continuing professional development (CPD);
- Assist with cover by taking other classes as and when required and by being available for exam invigilation;
- Participate in departmental meetings, parents' evenings and whole-school training events;
- Participate in Open Days and other marketing and admissions events.

Pastoral

- Undertake pastoral duties, such as taking on the role of form tutor, and support students on an individual basis through academic or personal difficulties;
- Provide students with guidance and advice on educational and social matters, monitoring their welfare and making relevant records and reports in accordance with the School policies;
- Communicate and consult effectively with parents of students and tutees, as and when necessary, regarding students' achievement and wellbeing.

Co-curricular

- Participate in and organise co-curricular activities, such as clubs, societies, drama and music performances, trips and sporting event, in line with the post holder's skills and experience;
- Support House events wherever possible.

Other Responsibilities

- Adhere to the school Safeguarding policy and the staff Code of Conduct at all times;
- Liaise as appropriate with other professionals within and outside of school in matters relating to students' progress and wellbeing;
- Carry out any other reasonable requests, in line with the broad responsibilities of the role.

Terms of Appointment and How to Apply

Safeguarding

Eltham College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All applicants should read the School's Safeguarding Policy and Privacy Notice (available on the school website) and are required to declare any criminal convictions or cautions, or disciplinary proceedings related to young people.

Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. Further details are given on the application form.

Equal Opportunities

Eltham College is an equal opportunities employer and welcomes applications from all sections of the community. Candidates will be assessed against relevant criteria only (i.e. skills, qualifications, abilities, experience).

The Application Process

Candidates should read the job description for the role, and complete the application form via the TES website Eltham College - Tes Jobs

Short-listed candidates will be invited to attend an assessment day 20 November 2026 during which a range of skills, knowledge and experience will be tested.

Safer recruitment checks will be made at all stages in the recruitment process.

Contact Information

For more information about the application process please contact a member of our HR Team by telephoning 020 8857 1455 or contacting them via email hr@eltham-college.org.uk

Further details about the School can be found by visiting our websites: www.eltham-college.org.uk & www.blackheathprep.co.uk



ELTHAM COLLEGE JUNIOR SCHOOL

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ELTHAM COLLEGE

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